Appl. No. 09/742,458
Amdt. dated September 24, 2008
Reply to Office Action dated July 14, 2008

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Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

Claims 1-18.   (Canceled)

19.   (Currently Amended) A system for workforce procurement and management using a hosted network application, comprising:

at least one web server operable to host applications;

at least one database in communication with the web server and operable to store data for applications hosted on the web server; and

a workforce procurement and management application hosted on the at least one web server and operable to store data using the at least one database, the workforce procurement and management application including a plurality of modules accessible at varying levels to different participants in a hosted workforce procurement and management process, the modules including:

a skills fulfillment module providing a requirement function for specifying a plurality of staffing requirements for a project and a settlement function for tracking expenditures on the project;

an exchange module comprising a search function for matching a plurality of digital portfolios of a plurality of contractors to the plurality of staffing requirements for the project, wherein the contractors are made available to be hired for the project; and

a resource management module comprising a work journal function for collecting information substantially daily about work performed on the project by a hired contractor and automatically updating the digital portfolio of the hired contractor such that the search function of the exchange module has access to current portfolio data for the contractor, the collected information capable of including entries submitted by coworkers, subordinates, and other hiring managers of the contractor, the collected

information including at least one of ~~performance review information for the hired contractor for the work performed on the project,~~ new skill level information for the hired contractor obtained on the project~~,~~ and new skills obtained by the hired contractor on the project, ~~and updated experience information for the hired contractor as a result of the work performed on the project,~~ such that the digital portfolio data for the hired contractor remains current with skill, experience, and review information for the hired contractor; and

      a knowledge management module comprising a reporting function and an analysis function, the analysis function monitoring an event of the workforce procurement and management application and the reporting function notifying a participant in the hosted workforce procurement and management process based on the event.

      20.   (Original) The system of claim 19, wherein the exchange module further comprises:

      a sourcing function for specifying sourcing preference and rules for a project; and

      a transaction management function for managing a hiring process including sourcing, interviewing, and negotiation.

      21.   (Previously Presented) The system of claim 19, wherein the skills fulfillment module further comprises:

      a request for proposal (RFP) function for entering an RFP;

      a work order function for documenting terms and conditions of a project;

      a purchase order function for generating a purchase order in response to an approved work order;

      a logistics management function for facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities;

      a fulfillment management function for managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements; and

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a risk management function for facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations.

22.　　(Original)　The system of claim 19, wherein the resource management module further comprises an expense reporting function.

Claims 23-24. (Canceled)

25.　　(Previously Presented)　The system of claim 19, wherein the staffing requirement includes a list of staffing suppliers, and a list of skills, and wherein the staffing requirement is generated by the analysis function.

26.　　(Previously Presented)　The system of claim 19, wherein the different participants include a contractor who is an individual contingent worker, a client who is an employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a staffing supplier who sells a service of finding contingent workers, including finding multiple contingent workers to staff a project, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant, and enterprise attributes associated with an enterprise using the hosted network application.

27.　　(Previously Presented)　The system of claim 19, wherein the work journal function comprises:
　　　receiving data into a work journal data entity, wherein the entered data comprises,
　　　　　hours worked by the hired contractor;
　　　　　type of work done by the hired contractor; and
　　　　　comments regarding work done by the hired contractor;
　　　receiving an approval of the work journal data entity.

Claims 28-29. (Canceled)

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   30. (Previously Presented) The system of claim 21, wherein the work order function comprises:

     generating a work order based upon a successful search for a contractor;

     receiving a review of the work order at one level in order to determine whether to approve the work order;

     if the work order is not approved, returning the work order to a level below the level at which it was not approved; and

     collecting data regarding the work order, approval, and failure to approve in the database, wherein the knowledge management module accesses the collected data.

   Claims 31-32. (Canceled)

   33. (Previously Presented) The system of claim 21, wherein the request for proposal function comprises:

     receiving a request for proposal including a list of required contingent workers and their associated skills;

     linking the request for proposal with a project specification that includes data regarding a project to be staffed;

     generating a search based upon the request for proposal and the project specification, wherein the search uses the exchange module;

     broadcasting at least part of the request for proposal to publicly accessible applications;

     receiving responses to the request for proposal; and

     conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

   34. (Canceled)

   35. (Previously Presented) The system of claim 19, wherein the analysis function comprises:

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automatically performing an analysis of at least one report based upon criteria selected by a participant; and

receiving a change of at least one attribute based upon a review of the analysis by the participant.

36.   (Original) The system of claim 19, wherein the hosted network application is hosted on the Internet.

Claims 37-40. (Canceled)

41.   (Currently Amended) A method for workforce procurement and management using a hosted network application, the method comprising:

receiving, into a requirement function from a client, a plurality of staffing requirements for a project;

matching a plurality of digital portfolios of a plurality of contractors to the plurality of staffing requirements for the project, wherein the contractors are made available to be hired for the project; and

collecting, into a work journal function, performance information about work performed on the project by a hired contractor and automatically updating the digital portfolio of the contractor with the performance information, whereby the digital portfolio contains current information for the contractor for matching with an additional staffing requirement for an additional project, the collected information capable of including entries submitted by coworkers, subordinates, and other hiring managers of the contractor, the performance information including at least one of ~~performance review information for the hired contractor for the work performed on the project,~~ new skill level information for the hired contractor obtained on the project~~,~~ and new skills obtained by the hired contractor on the project, ~~and updated experience information for the hired contractor as a result of the work performed on the project,~~ such that the digital portfolio for the hired contractor remains current with skill, experience, and review information for the hired contractor, the performance information about work performed on the project by the hired contractor being collected substantially daily.

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42.   (Previously Presented) The method of claim 41, further comprising receiving a review of the work performed on the project by the hired contractor.

43.   (Previously Presented) The method of claim 41, further comprising tracking expenditures on the project with a settlement function.

44.   (Previously Presented) The method of claim 41, further comprising analyzing the performance of the hired contractor and reporting the analysis, the analysis function monitoring an event of the workforce procurement and management application and the reporting function notifying a participant in the hosted workforce procurement and management process based on the event.

45.   (Previously Presented) The method of claim 41, further comprising reporting expenses incurred on the project.

46.   (Previously Presented) The method of claim 41, wherein the staffing requirement includes a list of suppliers and skills for the project.

47.   (Previously Presented) The method of claim 41, further comprising:
        receiving a sourcing preference and a set of rules for the project; and
        managing a hiring process including sourcing, interviewing, and negotiation with a transaction management function.

48.   (Previously Presented) The method of claim 41, wherein the client is a an employee of an enterprise, a recruiter who sells a service of finding contractors, or a staffing supplier who sells a service of finding contractors, wherein the different participants have varying levels of access to the hosted network application based upon attributes, wherein attributes include personal attributes associated with a participant and enterprise attributes associated with an enterprise using the hosted network application.

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49. (Previously Presented) The method of claim 41, wherein the matching comprises performing a search for a contingent position based upon criteria entered by a contractor, wherein the contingent position is associated with the project.

50. (Previously Presented) The method of claim 41, further comprising:

receiving a request for proposal (RFP) for a specification of the project, including a list of required contractors and their associated skills;

documenting terms and conditions of a project with a work order function;

generating a purchase order in response to an approved work order with a purchase order function;

facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities with a logistics management function;

managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements with a fulfillment management function; and

facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations with a risk management function.

51. (Previously Presented) The method of claim 50, further comprising:

generating a search based upon the request for proposal and the project specification;

broadcasting at least part of the request for proposal to publicly accessible applications;

receiving responses to the request for proposal; and

conducting bargaining based upon responses to the request for proposal including auctions and reverse auctions.

52. (Previously Presented) The method of claim 41, wherein the collecting of information into the work journal function comprises:

receiving hours worked by the hired contractor;

receiving information as to the type of work done by the hired contractor;

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receiving comments regarding work done by the hired contractor; and

receiving an approval of the work journal information.

53.   (Previously Presented) The method of claim 52, further comprising automatically updating the digital portfolio of the hired contractor with data from the approved work journal.

54.   (Previously Presented) The method of claim 41, further comprising:

receiving a plurality of digital portfolios, each for a different contractor; and

matching more than one digital portfolio to the staffing requirement for the project.

55.   (Previously Presented) The method of claim 41, further comprising:

populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and

populating a second of the digital portfolios with data from systems external to the hosted network application.

56.   (Previously Presented) The method of claim 54, wherein the matching comprises performing a search of the digital portfolios of the contractors based upon the staffing requirement received from the client.

57.   (Previously Presented) The method of claim 56, further comprising:

generating a work order based upon a successful match of a digital portfolio;

receiving a review at a first level of the work order to determine whether to approve the work order;

if the work order is not approved, returning the work order to a level below the first level; and

collecting data regarding the work order, approval, and failure to approve.

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58.   (Previously Presented) The system of claim 19, wherein the work journal function further comprises a work journal approval function that receives a review of the work performed by the hired contractor.

59.   (Previously Presented) The system of claim 19, wherein the search function comprises:

performing a search for a contingent position based upon criteria entered by a contractor, wherein the contingent position is associated with the project.

60.   (Canceled)

61.   (Previously Presented)   The system of claim 19, further comprising a digital portfolio function including:

populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and

populating a second of the digital portfolios with data from systems external to the hosted network application.

62.   (Previously Presented) The system of claim 61, wherein the search function comprises:

performing a search of the digital portfolios of the contractors based upon the staffing requirement of the project.

63.   (Currently Amended) ~~An information storage~~ A computer readable medium having tangibly stored thereon a plurality of instructions adapted to direct an information processing device to perform an operation for workforce procurement and management using a hosted network application, the operation comprising the steps of:

receiving, into a requirement function from a client, a plurality of staffing requirements for a project;

matching a plurality of digital portfolios of a plurality of contractors to the plurality of staffing requirements for the project, wherein the contractors are made available to be hired for the project; and

collecting, into a work journal function, performance information about work performed on the project by a hired contractor and automatically updating the digital portfolio of the contractor with the performance information, whereby the digital portfolio contains current information for the contractor for matching with an additional staffing requirement for an additional project, the collected information capable of including entries submitted by coworkers, subordinates, and other hiring managers of the contractor, the performance information including at least one of ~~performance review information for the hired contractor for the work performed on the project,~~ new skill level information for the hired contractor obtained on the project, and new skills obtained by the hired contractor on the project, ~~and updated experience information for the hired contractor as a result of the work performed on the project,~~ such that the digital portfolio for the hired contractor remains current with skill, experience, and review information for the hired contractor, the performance information about work performed on the project by the hired contractor being collected substantially daily.

64.   (Currently Amended) The ~~information storage~~ computer readable medium of claim 63, further comprising receiving a review of the work performed on the project by the hired contractor.

65.   (Currently Amended) The ~~information storage~~ computer readable medium of claim 63, wherein the collecting of information into the work journal function comprises:

receiving hours worked by the hired contractor;

receiving information as to the type of work done by the hired contractor;

receiving comments regarding work done by the hired contractor; and

receiving an approval of the work journal information.

66.   (Canceled)

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67.   (Currently Amended) The ~~information storage~~ computer readable medium of claim 63, further comprising:

populating a first of a plurality of digital portfolios, each for a different contractor, with data extracted from an electronic resume; and

populating a second of the digital portfolios with data from systems external to the hosted network application.

68.   (Currently Amended) The ~~information storage~~ computer readable medium of claim 63, further comprising:

receiving a request for proposal (RFP) for a specification of the project, including a list of required contractors and their associated skills;

documenting terms and conditions of a project with a work order function;

generating a purchase order in response to an approved work order with a purchase order function;

facilitating the logistical components of a hiring process including management of blood testing, badging, and facilities with a logistics management function;

managing the fulfillment of sourcing requirements, including maintaining a status of sourcing requirements with a fulfillment management function; and

facilitating the pre-qualification of a contractor and a consultant and for monitoring compliance with government rules and regulations with a risk management function.

69-70. (Canceled)

71.   (New) A method for workforce procurement and management using a hosted network application, the method comprising:

receiving project requirements for a project;

modeling a first project team with multiple skill requirements based on the project requirements;

modeling a second project team with multiple skill requirements based on the project requirements;

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receiving a selection of one of the first and second modeled project teams;

matching a plurality of digital portfolios of a plurality of contractors to the selected modeled project team, wherein the contractors are made available to be hired for the project;

collecting, into a work journal function, information relating about work performed on the project by contractors hired for the project; and

automatically updating a digital portfolio of at least one of the hired contractors with the collected information, such that the digital portfolio for the at least one of the hired contractors remains current with skill, experience, and review information for the at least one of the hired contractors.

72.   (New) The method of claim 71, wherein the first project team is modeled for contractors in a different location than contractors in the second project team.

73.   (New) The method of claim 71, wherein the first project team is modeled for a different time period than the second project team.